

The actions delineated below were taken in open session of the EPSB at the April 11, 2016, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3rd Floor, Frankfort, KY 40601.

**Education Professional Standards Board (EPSB)
Summary Minutes of the Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Chair Anthony Strong called the meeting to order at 9:00 a.m. EDT.

Mission Statement

Vice-Chair David Whaley read the mission statement to the Board.

Roll Call

The following Board members were present during the April 11, 2016, EPSB meeting: Ellen Blevins, Tolya Ellis, Esther Fatsy, Leslie Fields, Ann Morgan, Jay Morgan, Mary John O'Hair, Stephen Pruitt, Sandy Sinclair-Curry, Anthony Strong, Sarah Thompson, and David Whaley. Donna Hedgepath, Allen Kennedy, Laura Schneider, Cassandra Webb and Kimberly Young were absent.

Approval of April 11, 2016, EPSB Meeting Agenda

Motion made by Dr. David Whaley, seconded by Ms. Ellen Blevins, to approve the April 11, 2016, EPSB meeting agenda.

Vote: *Unanimous*

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

2016-014

Motion made by Dr. Whaley, seconded by Ms. Blevins, to approve the following items on the consent agenda:

Approval of February 19, 2016, EPSB Special Meeting Minutes

Interdisciplinary Early Childhood Education (IECE) Birth to Primary (Advanced Graduate Level) Northern Kentucky University

Master of Science in Education - Teacher Leader: Science, Technology, Engineering, and Mathematics (STEM) University of Kentucky

2015-2016 Emergency Non-Certified School Personnel Program

Vote: *Unanimous* (Dr. Mary John O'Hair recused on Consent Item C)

Ms. Allison Bell recognized representatives from Northern Kentucky University and University of Kentucky whose programs were approved.

Report of the Executive Director

Executive Director Adams recognized Education and Workforce Development Cabinet Secretary Hal Heiner. Secretary Heiner thanked Mr. Adams for the opportunity to address the Board. He shared his belief that as adults our primary responsibility is to prepare the next generation to take over when we are gone. He also stated that when it comes to direction and leadership for education it only comes down to CPE, KDE, and the EPSB that set the goals and vision for the future, so the EPSB has a big responsibility and privilege for the future of Kentucky.

Secretary Heiner then spoke to changes he foresees coming in education. He said he was hopeful that through the budget process Kentucky high schools will have increased numbers of dual enrollment which is important because the high school degree needs to be a milestone and not a finish line. He included one troubling statistic reflecting that although Kentucky graduate rates are going up, the percentage of students who complete a full first year at a postsecondary institution is low at less than 20%. He stated that Kentucky needs to work on ensuring students complete the first year at a postsecondary institution and that students are prepared for that first year.

Secretary Heiner also included the importance of skill level in his comments to the Board. According to him, it is now difficult to find a specialized skilled work force in Kentucky. However, he hopes nine (9) hours of college credit or an industry recognized certification upon graduation is a possibility for students in the future as Kentucky must ramp up career and technical education. He asked the Board to keep an open mind when considering whether to make an easy path to get in the classroom as individuals continue their education on how to become a teacher. He also asked the Board to improve its response time on claims and appeals that come before the Board and to continue improvement in that area.

Report from the Kentucky Department of Education

Commissioner Stephen Pruitt informed the Board that the sixth Town Hall meeting was to be held that evening in Corbin. He said that the Town Hall meetings had been successful with about 200 – 300 individuals attending each session. The Town Hall Meetings are conducted to gather input for assisting KDE in designing a new accountability system. Commissioner Pruitt said minutes from the meetings will be posted online and a research group was working to identify themes in work groups that will help develop the new accountability system.

Report from the Council on Postsecondary Education

Dr. Jay Morgan informed the Board that KDE, CPE, and the EPSB have been working with university provosts and the deans of the colleges of education on dual credits and the teacher leader master's degree. He said it was anticipated that completers of the teacher leader master's degree programs will be eligible to teach dual credit courses without the requirement to take additional courses.

Strategic Plan Update

An update on the strategic plan was provided in the Board's folders. Executive Director Adams said that work was progressing on Goal 2 of the strategic plan regarding the resolution of disciplinary cases. A new disciplinary case report was given to the Board to review that provided more detailed information on the resolution of cases. The Board did not object to the new format so legal staff will begin providing the new report to the Board at each meeting.

Legislative Update

Legislative Liaison Marcie Lowe reported on recent news from the legislative session. She said that she would send an update to the Board after April 12 that would include information on the budget bill as it pertains to the agency, along with a final report with links to the legislation that had seen passage. She said the Board confirmations were in the Senate with resolutions drafted, but no Board confirmations had seen action thus far.

Local Educator Assignment Data (LEAD) Report

Certification Director John Fields gave an overview of the LEAD report. He informed the Board that 99.83% of educator placements were accurate based on the report.

Potential Financial Impacts

Executive Director Adams reported on EPSB budget considerations. He said that due to the most recent budget cuts for the biennium the EPSB will be allowed to use restricted funds from certification fees over the next two years; however, the agency could deplete most of its restricted funds as a result of these cuts. He said that the agency may need to consider raising certification fees to help balance the budget.

Other Updates

- * The New Teacher Survey was just released and will be available for completion over a two week period of time. This year the results will be broken down by program.
- * EPSB staff will likely bring back an information item for the Board to consider regarding the review of trainings and trainers used for disciplinary action.
- * The Kentucky Teacher Standards have may need to be retired or revised to look like something similar to InTASC standards. This will be brought to the Board for further discussion at a later time.
- * Leah Riley and Crystal Hord were recognized for their hard work on completing the LEAD report. Marcie Lowe, Sherry Henley, Sharon Salsman, Bobbie Biby, Jennifer Elliott, and Donna Brockman were thanked for their assistance with the National Board Certified Teacher Recognition Ceremony.
- * Congratulations was made to Erik Carlsen-Landy who was announced as the new EPSB staff attorney. Lisa Lang was introduced as the new EPSB General Counsel.

Report of the Chair

Executive Director Mid-Year Evaluation Discussion

General Counsel Lisa Lang apprised the Board of two issues regarding the executive director mid-year evaluation. She said that the policy needed to be amended on when and how the evaluation should occur. The policy states that the evaluation should occur in closed session but law now requires that the evaluation occur in open session. Chair Anthony Strong asked Vice-Chair David Whaley, with the help of a committee, to create an evaluation instrument for the June meeting and for the Board policy to be brought to the Board for revision at the June meeting. Chair Strong asked the Board to email him if interested in serving on the committee, and he said that he would form the committee within the next week.

Information/Discussion Items

Awarded Contracts

Mr. Adams gave an update on recently awarded contracts. The Board had no questions or concerns.

Update from Combating Inappropriate Student-Teacher Relationships Task Force

Committee Chair Teresa Combs reported on the recommendations from the Combating Inappropriate Student-Teacher Relationships Task Force. The recommendations from the task force were as follows:

Recommendation A: Review and consider revising the state code of ethics to include clear boundaries and definitions. Use the MCEE as a resource and consider adopting it if applicable.

Recommendation B: The Kentucky Department of Education, where appropriate, should utilize the state educator code of ethics to develop regulations that would support school districts in employee discipline for a violation.

Recommendation C: Work with the Educator Preparation Programs to develop training modules for pre-service teacher candidates to complete prior to program completion that are related to the revised code of ethics (Recommendation A).

Recommendation D: Develop a model code of conduct that school districts can review for consideration and adoption. The model code of conduct should include certified staff, classified staff, volunteers, students and others in a school setting.

Recommendation E: Develop a model policy and associated procedures for appropriate student-school staff interactions, including but not limited to classroom, extra-curricular, and electronic communication and actions to be taken if violations occur.

Recommendation F: Develop a model student code of rights and appropriate boundaries that districts could add to their student codes of conduct.

Recommendation G: Develop a research-based curriculum to help students understand the concept of appropriate boundaries.

Recommendation H: Provide for parents and guardians a concise list of expectations for school staff when communicating and interacting with students including electronic communications.

Recommendation I: Provide resources for parents and guardian to use with their children about how to discuss appropriate and inappropriate interactions with school staff.

Recommendation J: Provide resources and information for parents and guardians on what they need to know about their students' activity on social media.

Executive Director Adams said that committee recommendations A and C would be brought to the Board at its June meeting for consideration.

Action Items

CAEP Partnership Agreement

2016-015

Motion made by Dr. Mary John O'Hair, seconded by Dr. Whaley, to approve the CAEP Partnership Agreement.

Vote: *Unanimous*

2017 KTIP Funding

2016-017

Motion by Dr. O'Hair, seconded by Dr. Whaley, to approve the proposed 2017 KTIP Budget contingent upon the budget.

Vote: *Unanimous*

Accreditation of the Educator Preparation Unit and Approval of Programs, Union College

2016-018

Issue One: Unit Accreditation

Motion made by Ms. Ann Morgan, seconded by Ms. Esther Fatsy, to accept the recommendation of the AAC and grant accreditation for Union College.

Vote: *Unanimous*

2016-019

Issue Two: Program Approval

Motion made by Ms. Sarah Thompson, seconded by Dr. Jay Morgan, to accept the recommendation of the AAC and grant approval for the initial and advanced level educator preparation programs at Union College.

Vote: *Unanimous*

Request for Off-Campus Location, Bellarmine University

2016-020

Motion made by Ms. Fatsy, seconded by Ms. Tolya Ellis, to approve the request for an Off-Campus location for Bellarmine University.

Vote: *Unanimous*

Waivers

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements, Dr. Mary John O'Hair on behalf of Ms. Amber Barbour

2016-021

Motion made by Ms. Ellen Blevins, seconded by Dr. Morgan, to approve the waiver request.

Vote: *Unanimous (Drs. O'Hair and Whaley recused)*

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements, Snow Days

2016-022

Motion made by Ms. Leslie Fields, seconded by Ms. Fatsy, to approve the waiver requests.

Vote: *Unanimous (Dr. Whaley recused)*

Request for Off-Campus Location, Campbellsville University

2016-023

Motion made by Ms. Thompson, seconded by Ms. Morgan, to approve the request.

Vote: *Unanimous*

Board Comments

The Board had no further comments.

Motion made by Dr. David Whaley, seconded by Dr. Mary John O'Hair, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Dr. Whaley, seconded by Ms. Blevins, to move into open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Ellen Blevins, Tolya Ellis, Esther Fatsy, Leslie Fields, Ann Morgan, Mary John O'Hair, Stephen Pruitt, Sandy Sinclair-Curry, Anthony Strong, Sara Thompson, David Whaley and April Woods.

Attorneys present were Erik Carlsen-Landy, Shuo Han, Lisa Lang, Cassie Trueblood and Chelsea Young.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1511769	Admonish
1511767	Admonish
1511831	Dismiss (Dr. Pruitt recused)
1511791	Dismiss
1511793	Dismiss
1511739	Defer for Training
160285	Admonish
1511773	Admonish
160271	Defer for Training
1511763	Admonish
1512859	Admonish
1511751	Defer for Training
1511775	Admonish
150241	Admonish
160289	Hear
1602147	Hear
160265	Hear
1511783	Hear
1511753	Hear (Ms. Thompson recused)
1511795	Dismiss
1512835	Hear
1511733	Hear
1511829	Hear
1511819	Admonish

150265	Hear	
1602107	Dismiss	
1511789	Defer for Training	
160287	Defer for Training	
1511799	Hear	
1511755	Hear	
160299	Hear	(Ms. Sinclair-Curry recused)
1511749	Hear	
1511825	Hear	
1511757	Admonish	
1509681	Dismiss	
1511779	Dismiss	
1512845	Hear	
1511761	Admonish	
1511759	Admonish	
1511741	Defer	
1512861	Defer for Training	
1512847	Hear	
160281	Admonish	(Dr. Strong recused)
1312906	Hear	
1511745	Hear	
160297	Hear	
1508577	Hear	
160251	Admonish	
1511813	Admonish	
1511747	Defer for Training	
160273	Defer for Training	
1511785	Hear	
1512857	Defer for Training	
1602151	Hear	
1512839	Hear	
1512841	Hear	
1511809	Defer for Training	
1511801	Defer for Training	
1511807	Defer for Training	
160277	Defer for Training	
1511787	Hear	
1511805	Hear	
1511811	Hear	
1511815	Hear	
1508591	Hear	
1511735	Hear	
1509705	Dismiss	
1511803	Dismiss	
1509669	Dismiss	
1011681	Dismiss	

130114	Dismiss
0912648	Dismiss

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
16152	Approve
16148	Approve
1693	Approve
16111	Approve
16178	Approve
16254	Approve
1576	Approve
16180	Approve
16106	Approve
16109	Approve
16101	Deny
1633	Deny
16187	Approve
16240	Deny
16245	Approve
16186	Approve
151499	Approve
16140	Deny
16163	Approve
16102	Approve
16105	Approve

Agreed Orders

<u>Case Number</u>	<u>Decision</u>
1303181 (Jaclyn Hall)	<p>Accept Agreed Order revoking Certificate Number 200218559 for a period of ten (10) years. Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.</p> <p>Prior to reissuance of Certificate Number 200218559, Respondent shall comply with the following reissuance conditions:</p> <ol style="list-style-type: none"> 1. Respondent shall submit written proof to the Board that she has successfully completed the terms and conditions set forth in the Order Granting Pretrial

Diversion of a Class D Felony, entered May 28, 2014 in *Commonwealth v. Hall, Jaclyn E.* Case No. 14-CR-00059 Muhlenberg Circuit Court. Respondent shall pay any expense incurred. If Respondent is unable to provide proof that she successfully completed Pretrial Diversion, Certificate Number 200218559 shall not be reissued, and Respondent shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.

2. Respondent shall submit written proof to the Board that she has complied with all other court orders issued in *Commonwealth v. Hall, Jaclyn E.* Case No. 14-CR-00059 Muhlenberg Circuit Court and the Muhlenberg District Court companion case arising from the February 26, 2014 arrest. Respondent shall pay any expense incurred. If Respondent is unable to provide proof that she successfully completed all court orders issued in Case No. 14-CR-00059 and the district court companion case, Certificate Number 200218559 shall not be reissued, and Respondent shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.
3. Respondent shall submit to the Board a current state and federal criminal background report. Respondent shall pay any expense incurred. If Respondent has received any criminal convictions, other than minor traffic violations in which no jail time can be imposed, since Case No. 14-CR-00059, Certificate Number 200218559 shall not be reissued, and Respondent shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.
4. Respondent shall submit written proof to the Board that she has complied with a comprehensive evaluation from a licensed or certified psychiatrist or mental health professional, as approved by the Board, and is fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200218559 shall not be reissued until such condition is satisfied.

5. Respondent shall submit written proof to the Board that she has complied with a comprehensive alcohol/substance abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with all treatment recommendations. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200218559 shall not be reissued until such condition is satisfied.
6. Respondent shall submit to the Board, documentation from her current treatment provider or Narcotics Anonymous sponsor stating that she is maintaining sobriety and still seeking support and continued assistance in maintaining her sobriety. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200218559 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 200218559 and any endorsements or new areas of certification shall be subject to the following permanent probationary conditions:

1. Respondent shall submit to the Board by January 1st and July 1st of each year in which she holds an active certificate, documentation from her current treatment provider or Narcotics Anonymous sponsor stating that she is maintaining sobriety and still seeking support and continued assistance in maintaining her sobriety. Respondent shall pay any expense incurred. If Respondent fails to submit the documentation by the due dates, Certificate Number 200218559 shall be automatically suspended until such condition is satisfied.
2. Respondent shall have no further criminal convictions. Respondent shall submit to the Board a state criminal background report by June 30th of every year in which she holds an active certificate. Respondent shall pay any expense incurred. If Respondent fails to submit the criminal background report by the due date, Certificate Number 200218559 shall be automatically suspended until such condition is satisfied. If Respondent is convicted of any crime other than a minor traffic violation, Certificate Number 200218559 shall be automatically permanently revoked. A violation is not considered a minor traffic violation if it is a violation in which jail time may be imposed.

3. Respondent shall submit to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200218559 shall be automatically permanently revoked.
4. Respondent shall have no disciplinary action involving use of alcohol or any illegal substance by any school district in which she is employed. If Respondent fails to satisfy this condition, Certificate Number 200218559 shall be automatically permanently revoked.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1509703 (Brandon Tolliver)

Accept Agreed Order stating that Respondent voluntarily, knowingly, and intelligently surrenders Certificate Number 201154805, and agrees to not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

CF151269 (Matthew Burgio)

Accept Agreed Order issuing Respondent a Kentucky teaching certificate only after providing written proof that

his Ohio Professional Teaching License has been reinstated, and that he has met the academic and testing requirements necessary for issuance of a certificate.

Prior to or within six (6) months of issuance of a Kentucky teaching certificate, Respondent shall submit written proof to the Board that he has completed twelve (12) hours of educator ethics professional development or training, as approved by the Board. Respondent shall pay any expense incurred. Failure to comply with this condition will result in Respondent's certificate being administratively suspended until said condition is satisfied.

Vote: *Unanimous*

CF15873 (Julie Payne)

Accept Agreed Order issuing Respondent a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall submit written proof to the Board that she has completed training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred.
2. Respondent shall submit written proof to the Board that she has completed training on the Family Educational Rights and Privacy Act (FERPA), as approved by the Board. Respondent shall pay any expense incurred.

Any and all certificates issued to Respondent shall be subject to the following condition:

1. Respondent shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which she is employed. If Respondent fails to satisfy this condition, any and all certificates issued to her or on her behalf shall be automatically suspended for a period of thirty (30) days, and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Vote: *Unanimous*

1509693 (Jennifer Parsons)

Accept Agreed Order permanently revoking Certificate Number 201150827. Respondent shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Respondent shall immediately surrender the original and all copies of his certificate by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1506391 (Richard Stoner)

Accept Agreed Order admonishing Respondent for exercising poor professional judgment and for failing to properly manage a student’s behavior. The Board recognizes that students are going to misbehave and disrupt the classroom setting, but an educator must remain aware of the line between appropriate and inappropriate physical intervention when interacting with a student. The Board reminds Respondent that he has a duty to protect the health, safety and emotional well being of all students. The Board will not tolerate any further incidents of misconduct from Respondent.

1. By October 1, 2016, Respondent shall provide written proof to the Board that he has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by October 1, 2016, Certificate Number 200003291 shall be

administratively suspended until such condition is satisfied.

2. By October 1, 2016, Respondent shall provide written proof to the Board that he has completed six (6) hours of training on classroom management, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by October 1, 2016, Certificate Number 200003291 shall be administratively suspended until such condition is satisfied.

Additionally, Certificate Number 200003291 shall be subject to the following probationary condition for a period of five (5) years:

1. Respondent shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 200003291 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1411744 (Crystal Chappell)

Accept Agreed Order permanently revoking Certificate Number 201130126. Respondent shall neither apply for, nor be issued, a teaching, administrative or emergency

certificate in the Commonwealth of Kentucky at any time in the future. Respondent shall immediately surrender the original and all copies of her certificate by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

120139 (Harvey Keyes)

Accept Agreed Order admonishing Respondent for neglect of duty, and for failing to take reasonable measures to protect the health, safety and emotional well-being of his students. As a certified educator, Respondent has a duty to ensure that his students are appropriately supervised at all times, and that they are never placed in a potentially dangerous situation, regardless of their age. This duty becomes even more critical when students are unable to make informed decisions themselves because of a disability. The Board will not tolerate any further incidents of misconduct from Respondent.

Respondent is currently residing out of state with no immediate plans to return. However, prior to accepting certified employment in the Commonwealth of Kentucky, Respondent shall comply with the following condition:

1. Respondent shall submit written proof to the Board that he has completed training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200001270 shall be administratively suspended until such condition is satisfied.

Upon acceptance of certified employment in the Commonwealth of Kentucky, Certificate Number 200001270 shall be subject to the following probationary condition:

1. Respondent shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 200001270 shall be

automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1405349 (Tara Dykes)

Accept Agreed Order revoking Certificate Number 201104559 for a period of four (4) years, with a retroactive start date of May 20, 2014 and ending on May 20, 2018. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the revocation period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to the standard requirements of the application process, before Respondent shall be reissued any certificate, she must comply with the following:

1. Respondent shall provide written proof to the Board that she has completed a Psychosexual Assessment by a provider approved by the Sexual Offender Risk Assessment Advisory Board as defined in KRS 17.550(3), and that she does not pose a risk to students. Respondent shall provide

proof that she has complied with any treatment recommendations proposed by the provider.

2. Respondent shall submit two letters of recommendation to the Board, from Kentucky certified educators. These letters shall not be from family members or relatives of Respondent.
3. Respondent shall provide written proof to the Board that she has completed a course of professional development/training on the Professional code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense for this professional development/training in ethics shall be paid by Respondent.
4. Respondent shall provide written proof to the Board that she has completed a course of professional development/training on appropriate boundaries with students, as approved by the Board. Any expense for this professional development/training shall be paid by Respondent

Should Respondent fail to satisfy any of these conditions, the Board shall automatically deny any application submitted by Respondent or on her behalf.

Upon reissuance, Certificate Number 201104559, shall be subject to the following permanent probationary conditions.

1. For the entirety of the probationary period, Respondent shall have not receive any disciplinary action involving teacher/student boundaries. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Respondent fails to satisfy this condition, Certificate Number 201104559 shall be automatically permanently revoked.

2. For the entirety of the probationary period, Respondent shall not plead guilty to any criminal charges, excluding traffic offenses. If Respondent fails to satisfy this condition, Certificate Number 201104559 shall be automatically suspended pending Board review and disposition.
3. Respondent shall submit yearly AOC background checks to the Board. These background checks will be due every January 31st. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 201104559 shall be automatically suspended until Respondent provides the appropriate written proof to the Board.

Respondent is aware that should she violate KRS 161.120, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1009555 (Rebecca Simpson)

Accept Agreed Order admonishing Respondent for violating the Administration Code for Kentucky's Educational Assessment Program. The Board reminds Respondent that she has a duty to follow all administrative procedures related to student testing for the well-being of the students and for the integrity of the testing process. The Board will tolerate no further acts of misconduct by Respondent.

Respondent is retired. Should Respondent decide to return to the classroom in the future, she must complete the following conditions prior to accepting a position which requires Kentucky certification:

1. Respondent shall submit written proof to the Board that she has received three (3) hours of training on the Administration Code for Kentucky's Education Assessment Program. Any expense required for said training shall be paid by Respondent; and

2. Respondent shall submit written proof to the Board that she has received six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by Respondent.

Should Respondent violate these conditions, certificate number 000015283 shall be suspended and will remain so until the conditions are met.

Vote: *Unanimous*

1508609 (James Beavers)

Accept Agreed Order admonishing Respondent for his lack of professional judgment in interactions with a subordinate teacher. The Board directs and Respondent acknowledges that he, as an administrator, has a professional responsibility to exercise appropriate boundaries when communicating with his subordinates. Communications relating to appearance and vacations should be discussed only as related to professional matters, and should avoid intimate or personal topics. The Board will not tolerate any further incidents of misconduct from Respondent.

Respondent shall submit written proof to the Board that he has completed twelve (12) hours of sexual harassment training, as approved by the Board, by September 11, 2016. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, certificate number 199801653 shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1307549 (Marcus Green)

Accept Agreed Order admonishing Respondent for failure to use appropriate discourse with students. The Board reminds Respondent that, as an educator, it is his duty to take reasonable measures to protect the health, safety, and emotional well-being of students. As an educator working with special needs students, Respondent must be especially aware of the language and discourse used in the classroom and must refrain from subjecting students to embarrassment or disparagement. The Board will not tolerate any further incidents of misconduct from Respondent.

Respondent shall submit written proof to the Board that he has completed six (6) hours of professional development training on classroom management relating to Exceptional Child Education and students with Emotional-Behavioral Disability, as approved by the Board, by May 1, 2016. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 201151118, including any and all endorsements, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1305345 (Hannah Allen)

Accept Agreed suspending Certificate Number 201131038 for a period of one (1) year from the date upon which the Board approves this agreement. Respondent shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any educational and/or testing requirements, reinstatement of Respondent's certificate after the one (1) year suspension period is expressly conditioned upon Respondent providing written evidence that she has complied with the following:

1. Respondent must provide written proof that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel with a focus on student/teacher boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Respondent.

If Respondent fails to satisfy these conditions, certificate number 201131038 shall not be reinstated and shall remain suspended until Respondent completes the requirements and provides the appropriate written proof to the Board.

Upon reinstatement of Certificate Number 201131038, Respondent shall be on one (1) year probation. Respondent

shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Respondent agrees that should she fail to satisfy the terms of the probation, Certificate Number 201131038 shall be automatically suspended for an additional period of one (1) year.

Respondent is aware that should she violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1511797 (Adam Zborowski)

Accept Agreed Order suspending Certificate Number 000072593 from June 1, 2016 through August 5, 2016. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon the Board's acceptance of this Agree Order, Respondent' teaching certificate, number 000072593 and any future endorsements or new areas of certification, shall be hereby subject to the following probationary conditions for a period of three (3) years:

1. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by December 1, 2016. Any expense for said training shall be paid by Respondent.
2. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving conduct unbecoming by any school district in which he is employed.

If Respondent fails to comply with the requirements of this paragraph, Certificate Number 000072593, and any future endorsements or new areas of certification, shall be automatically suspended for a period of sixty (60) days.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Should Respondent fail to satisfy any of the above conditions, certificate number 000072593 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

08091044 (Jonnie Howson)

Accept Agreed Order admonishing Respondent for his failure to report to the proper authorities that he was the recipient of inappropriate and sexually explicit phone calls from a female student. The Board reminds Respondent that he has a duty to report all incidents of inappropriate communications with students, especially one that is sexual in nature. In the future, Respondent should use better professional judgments and adhere affirmatively to his duty to report.

On or before July 15, 2016, Respondent shall provide written proof to the Board that he has completed one (1) course pertaining to duty to report, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to comply with the

requirements of this paragraph on or before July 15, 2016, Certificate Number 200151652, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent submits the required written proof to the Board.

Vote: *Unanimous*

1411752 (Margaret Baker) Accept Agreed Order stating that as of June 30, 2015, Respondent's certificate number 199601741 is expired. Respondent agrees that she shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

1505216 (Edwina Ousley) Accept Agreed Order suspending Certificate Number 20011322 from May 29, 2015 through July 31, 2015. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon acceptance of this agreement by the Board, Certificate Number 20011322, including any and all endorsements, is hereby subject to the following probationary conditions for a period of two (2) years:

1. Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, by July 15, 2016. Respondent shall also submit written proof to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations. If Respondent is not able to complete all treatment recommendations by the end of the probationary period, she shall submit written progress reports from her chemical dependency counselor on January 1st and July 1st until such time as the counselor releases her from treatment. Each progress report shall certify that Respondent is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an

educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that she has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by October 1, 2016. Any expense for said training shall be paid by Respondent.
3. In accordance with KRS 161.175, Respondent shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Respondent; and
4. Respondent shall not be convicted of any crime involving the use and/or possession of any controlled substance during the probationary period. Respondent shall submit a copy of her current criminal record, as prepared by the Kentucky State Police, by July 1st of each year of the probationary period. Any expense required to satisfy this condition shall be paid by Respondent.

Should Respondent fail to satisfy any of the above conditions, certificate number 201137365 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Respondent is aware that should she violate KRS 161.120, either during or following this two (2) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1412866 (Robin Sumner)

Accept Agreed Order suspending Certificate Number 200211499 from June 30, 2014 through November 24, 2014. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all

copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Sumner is hereby admonished for neglecting her duty to comply with record keeping obligations in a timely manner. The Board directs and Respondent acknowledges that she, like all teachers, has a professional responsibility to provide students with educational services in a competent and efficient manner. This responsibility includes ensuring that deadlines and necessary paperwork are completed in a timely fashion. The Board will not tolerate any further violations by Respondent.

Respondent is currently not in a school district. As such, upon accepting a position that requires Kentucky Certification, Respondent teaching certificate, number 200211499, and any future endorsements or new areas of certification, shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. Respondent shall provide to the Board written progress reports from either the Director of Special Education ("DOSE") and/or other knowledgeable supervisor. The reports shall state that Respondent is maintaining proper and accurate documentation of student files under her supervision and that she is in compliance with all record keeping requirements. The reports must be submitted by October 1st and April 1st of each year of the probationary period. Any expense required for the reports shall be paid by Respondent. If Respondent fails to satisfy this condition, certificate number 200211499 shall be automatically suspended until Respondent provides the appropriate written proof to the Board.
2. For the entirety of the probationary period, Respondent shall receive no disciplinary action. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Respondent fails to comply with the requirements of this paragraph, Certificate Number 200211499, and any future endorsements or new areas of certification, shall be automatically suspended for a period of sixty (60) days.

Respondent is aware that should she violate KRS 161.120, either during or following this two (2) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1307519 (Matthew Cahen) Accept Agreed Order stating that as of June 30, 2014, Respondent's certificate is expired. Respondent agrees that he shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

1411786 (Rita Rector) Accept Agreed Order suspending Certificate Number 200009404, including any and all endorsements, for a period of five (5) days beginning July 1, 2015. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

070346 (Ashley McQueary) Accept Agreed Order stating that Respondent shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Respondent, or on her behalf, shall be denied.

Vote: *Unanimous*

1506419 (Gwendolyn Ziegler) Accept Agreed Order stating that Respondent has submitted proof that she has completed continuing higher education courses in satisfaction of the required Effective Instructional Leadership Act training hours. Therefore, Case Number 1506419 shall be dismissed.

Vote: *Unanimous*

1405278 (Matthew Adamson) Accept Agreed Order admonishing Respondent for failing to take reasonable measures to protect the health, safety, and emotional well-being of his students. A teacher may not use inappropriate terms around students, especially in a situation where the student may feel the terms are being used to describe them. Respondent must show better judgment when discussing a student's clothing with them. The Board will not tolerate any further incidents of misconduct by Respondent.

By June 30, 2016, Respondent shall provide written proof to the Board that he has completed a course on sexual harassment, as approved by the Board. Any expense for this professional development/training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200115209 shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1505208 (Terry Brown) Accept Agreed Order suspending Certificate Number 000070255 for a period of forty-five (45) days to be served June 15, 2015 through July 30, 2015. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601.

Respondent is admonished for conduct unbecoming a teacher. The Board reminds Respondent that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Public intoxication and possession of drugs and drug paraphernalia sets a poor example for students and is dangerous to the public. The Board will not tolerate any further incidents of misconduct by Respondent.

Upon reinstatement, Certificate Number 000070255 shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. By July 31, 2016, Respondent shall provide written proof to the Board that he has completed a comprehensive alcohol/substance abuse assessment

by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Respondent shall also submit written proof to the Board that he has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill his duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 000070255 shall be suspended until Respondent provides the appropriate written proof to the Board.

2. By July 31, 2016, Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 000070255 shall be suspended until Respondent provides the appropriate written proof to the Board.
3. For the entirety of the probationary period, Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s), except for minor traffic violations. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Certificate Number 000070255 being automatically suspended pending Board review and disposition.
4. In accordance with KRS 161.175, Respondent shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 000070255 shall be automatically suspended for a period of one (1) year

and subject to additional sanctions by the Board pursuant to KRS 161.120.

5. Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts by August 1st of each year. Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in Certificate Number 000070255 being automatically suspended until Respondent provides the appropriate written proof to the Board.

Respondent is aware that should he violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Dr. Strong recused)*

1403151 (David Carmichael)

Accept Agreed Order admonishing for neglecting his duty to adequately supervise a student at a band competition. As a certified educator, Respondent has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. Respondent is further admonished by the Board for failing to exemplify behaviors which maintain the dignity and integrity of the profession. An educator may not use school property for unapproved or personal reasons. The Board will not tolerate any further instances of misconduct.

Upon acceptance of this Agreed Order by the Board, certificate number 000069600 shall be subject to the following probationary conditions for a period of five (5) years:

1. By July 31, 2016, Respondent shall provide written proof to the Board that he has completed twelve (12) hours of professional development/training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense involved in meeting this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 000069600 shall be automatically suspended until Respondent

completes the required training and provides the appropriate written proof to the Board.

2. For the entirety of the probationary period, Respondent shall not receive any disciplinary action from any school district in which he is employed. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Respondent fails to satisfy this condition, Certificate Number 000069600 shall be automatically suspended for a period of sixty (60) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

Respondent is aware that should he violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1504173 (Jodi Anderson)

Accept Agreed Order admonishing Respondent for exercising poor professional judgment. As an educator in the Commonwealth of Kentucky, Respondent has a duty to take reasonable measures to protect the health, safety and emotional well-being of all her students. The Board reminds Respondent that safe crisis management (SCM) should be used as a last resort and only when the student is a danger to himself or others. Furthermore, SCM should not be used while a student is vomiting. The Board will not tolerate any further incidents of misconduct from Respondent.

1. By May 1, 2016, Respondent shall provide written proof to the Board that she has completed the Bloodborne Pathogens Training offered by the Red Cross, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to complete this condition by May 1, 2016, Certificate Number 000069267 shall

be administratively suspended until such condition is satisfied.

Additionally, Certificate Number 000069267 shall be subject to the following probationary condition for a period of two (2) years:

1. Respondent shall not receive any disciplinary action involving inappropriate physical force or improper safe crisis management holds with any student from any school district in which she is employed. If Respondent fails to satisfy this condition, Certificate Number 000069267 shall be automatically suspended for a period of five (5) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

150253	(Rhonda VanDine)	Accept Agreed Order stating that Respondent is not currently teaching, and has no immediate plans to return to the education profession.
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However, prior to returning to the Kentucky public school system in any capacity that requires certification, Respondent shall first provide written proof to the Board, from a Kentucky licensed/certified psychiatrist or mental health professional, that she has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing her duties as a teacher, is not a danger to herself or others, and is compliant with all treatment recommendations. The Board shall approve all treatment providers. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition prior to accepting certified employment, Certificate Number 201110869 shall be administratively suspended until such condition is satisfied.

Upon her return to the education profession, Certificate Number 201110869 shall be subject to the following probationary conditions:

1. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Respondent shall provide quarterly written reports to the Board, beginning three (3) months after her initial fit for duty assessment, that she is not a danger to herself or others and is compliant with all treatment recommendations, until such time as she is released from treatment. The Board shall approve all treatment providers. Respondent shall pay any expense incurred.
2. At the Board's request, Respondent shall sign a release of information with any treatment providers, allowing the Board to review her evaluation and treatment records.
3. Respondent shall not receive any disciplinary action for conduct that places a student's safety at risk from any school district in which she is employed.

"Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth

of Kentucky and upheld, if requested, by a tribunal or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

If Respondent fails to satisfy any of these conditions, Certificate Number 201110869 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1506445 (Donna Barrix)

Accept Agreed Order admonishing Respondent for committing a fraudulent act upon the Board by submitting a forged document in an attempt to obtain a certificate. Respondent demonstrated a blatant disregard for the Board's authority to grant her a certificate and for her ethical duties under the Professional Code of Ethics for Kentucky School Certified Personnel. Respondent is strongly encouraged to review the Code of Ethics again, and thoroughly, so there will be no doubt what her duties are to students, parents and the education profession. The Board reminds Respondent that obtaining a certificate in Kentucky is a privilege, and they will not tolerate any further acts of misconduct by Respondent.

Upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky certificate upon providing proof that she has completed all the requirements necessary for issuance of a certificate, including but not limited to: relevant demographic information, official transcripts for coursework not previously submitted, record of experience verified by the Superintendent, Character and

Fitness form, and a recommendation by the University Certification Officer.

Within one (1) year of being issued a Kentucky certificate, Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky School Certified Personnel, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this requirement within one (1) year of being granted a Kentucky certificate, any and all certificates issued to Respondent shall be administratively suspended until such training is completed and the appropriate proof is provided to the Board.

Additionally, any and all certificates issued to Respondent shall be subject to the following permanent probationary condition:

1. Respondent shall not receive any disciplinary action for fraudulent/dishonest conduct or for violation of the Professional Code of Ethics for Kentucky School Certified Personnel from any school district in which she is employed. If Respondent fails to satisfy this condition, any and all certificates issued to her shall be automatically suspended for a period of one (1) year, and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be

considered a violation of this condition.

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Dr. Whaley recused)*

CF15729 (Michael Braaksma) Accept Agreed Order issuing Respondent a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process. Respondent shall pay any expense incurred.
2. Respondent shall submit written proof to the Board that he has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Respondent shall pay any expense incurred. Failure to comply with this condition will result in Respondent's certificate being administratively suspended until he is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being administratively suspended pending Board review and disposition.
3. Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Respondent shall pay any expense incurred. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on his behalf.

Vote: *Unanimous*

CF 1639 (Kaycee Dolwick)

Accept Agreed Order issuing Respondent a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall undergo a comprehensive alcohol/substance assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall submit written evidence that she has complied with the assessment process. Respondent shall pay any expense incurred.

2. Respondent shall submit written proof to the Board that she has completed training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Respondent shall pay any expense incurred. Failure to comply with this condition will result in Respondent's certificate being administratively suspended until she is in compliance.
2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being administratively suspended pending Board review and disposition.
3. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Respondent shall pay any

expense incurred. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

Vote: *Unanimous*

1103243 (Mark Madison)

Accept Agreed Order admonishing Respondent for failing to maintain the dignity and the integrity of the profession. As an educator in the Commonwealth of Kentucky, Respondent must set a positive example for his students, and exemplify those qualities expected of a trusted educator in the community. This type of behavior embarrasses the profession and erodes the community's trust in educators. The Board will not tolerate any further acts of misconduct by Respondent.

1. By January 1, 2017, Respondent shall provide written proof to the Board that he has completed six (6) hours of sensitivity training, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by January 1, 2017, Certificate Number 200213266 will be administratively suspended until such condition is satisfied.
2. By January 1, 2017, Respondent shall provide written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, with an emphasis on appropriate teacher/student boundaries, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by January 1, 2017, Certificate Number 200213266 will be administratively suspended until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 200213266 shall be subject to the following probationary condition for period of ten (10) years:

1. During the probationary period, Respondent shall provide semi-annual reports stating that he is not coaching, in any capacity, a school sponsored athletic team in any school district in which he is employed. The reports shall be in the form of a letter from the employing district's athletic director, or other knowledgeable supervisor, and must be submitted by March 1st, and October 1st of each year of the probationary period. If Respondent fails to satisfy this condition, Certificate Number 200213266 shall be administratively suspended until such condition is satisfied.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1505253 (William Musick)

Accept Agreed Order suspending Respondent's Professional Certificate For Instructional Leadership—School Superintendent from July 1, 2015 through January 1, 2017, a period of eighteen (18) months. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is currently retired with no immediate plans to return to the education profession. However, prior to serving in any capacity that requires Kentucky certification, Respondent shall comply with the following conditions:

1. Respondent shall provide written proof to the Board that he has completed six (6) hours of training on school law, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition prior to returning to a certified position, Certificate Number 000015895 shall be administratively suspended until such condition is satisfied.

2. Respondent shall provide written proof to the Board that he has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition prior to returning to a certified position, Certificate Number 000015895 shall be administratively suspended until such condition is satisfied.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. Fields recused)*

Recommended Order

Case Name

Decision

140258 (Joshua Powell)

Accept the Hearing Officer's Findings of Facts, modify the Conclusions of Law, and modify the Recommended Order. In the Conclusions of Law, paragraph 160 is to be stricken in its entirety and in Conclusions of Law it shall state only that based on the foregoing it is concluded sufficient grounds exist for the disciplinary action. The Recommended Order language shall be as follows: It is therefore ordered that Joshua Ewing Powell's superintendent and principal certificates shall be revoked until July 1, 2020. His other certificates shall continue to remain in effect.

Vote: *Unanimous*

1403201 (Jenny Colvin)

Accept the Hearing Officer's Findings of Fact, Conclusions of Law, Recommended Order and Notice of Appeal Rights permanently revoking Jenny Colvin's teaching certificate.

Vote: *Unanimous*

060240 (John Hammonds)

Accept the Hearing Officer's Findings of Fact, Conclusions of Law, Recommended Order and Notice of Appeal Rights declines to reissue or renew John Hammonds' teaching certificate.

Vote: *Unanimous*

Motion made by Ms. Sinclair-Curry, seconded by Ms. Fields to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 1:55p.m.

Next Meeting: **June 13, 2016**
 EPSB Offices
 Frankfort, KY 40601
 9:00 AM EDT